

# IN FOCUS

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## FULLER ELECTED PRESIDENT AT JAM-PACKED AGM

by Elaine Thompson

The Jamaican Canadian Association's 30th year got off to a rousing start with an annual general meeting and election of officers that attracted more than 200 members.

The large turnout reflected the momentousness of the task at hand – choosing a leader who would take the Association through this watershed year, and into the challenging times ahead. Many members were doomed to disappointment at not being eligible to vote on such an auspicious occasion, because they had not paid up their dues to December 31st.

However, those who got their ballots exercised them resoundingly, rewarding long-serving members with top positions. Elected to the Board are: **Karl Fuller**, President; **Cyndi Anderson**, Treasurer; **Erma Collins**, Education Chairperson (see profile on page 5); **Francis "Bruce" McDonald**, Fundraising Chair-



JCA's newly elected Board members

person; and **Fay Tallow**, Assistant Secretary.

Mr. Fuller, a member of the JCA for 29 years (except for a short absence), aims to build on the accomplishments of previous JCA presidents (see *From the President's desk*, page 3). His strategy is to develop goal-oriented plans with realistic and achievable objectives. These include activities aimed at attracting more young people to the JCA, improving the economic base of the Association through increased membership, and improving the JCA's profile in the community.

"I'm counting on the cooperation from Board and staff members to achieve these objectives," says Mr. Fuller, a general manager in a computer training program for

people with disabilities. "I'd also like to recognize the important role our members play in helping to drive the Association. The support of our volunteers, and the vitality of our seniors help to make the JCA a cohesive organization."

Newly-elected treasurer Cyndi Anderson also started working immediately on her portfolio. A part-time bookkeeper has been hired to help her keep an eye on the budget, which this year underwrites a number of 30th anniversary celebrations.

"My priority is to establish procedures that will get the JCA's finances operating smoothly," says Ms. Anderson, a long standing JCA member and financial administrator at Forester Instruments.

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## EDITORIAL

When the Jamaican Canadian Association was formed in 1962, it coincided with Jamaica's Independence. However, the purpose of the JCA at the time was to provide advocacy and represent Jamaicans on public matters that affected their welfare. According to some founding JCA members, Jamaicans were very isolated in Canada and with migration of West Indians to Canada being a new feature to European-Canadian they were not well received by the society. Therefore, like many other West Indians they were faced with extreme difficulties in accessing information, jobs, housing accommodation, education and their culture was being eroded.

As a result the association organized a general purpose committee to address the problems and concerns of Jamaicans living in Canada. It provided all the services and assistance needed at any time of the day the members were called upon. In those days JCA received no external funding, members gave their time voluntarily to provide services, organize fundraising events, and they donated and loan money to the association.

After 30 years JCA continues to be a volunteer organization providing advocacy and representing Jamaicans living in Canada. However, there has been changes; JCA is no longer just a volunteer organization it is also a family service agency which currently receives funding from government and established agencies such as the United Way of Greater Toronto to carry out

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programs and provide services to the Black and West Indian Community. The General Purpose Committee has been phased out and replaced by paid staff who are trained to deliver the required services. Today JCA not only provide services to Jamaicans and West Indians, but to all those who approach it seeking help.

During the Association 30 years of existence it has skillfully and tactfully created a solid base on which to operate. This is the result of hard work by its members spearheaded by seven resourceful leaders who have dedicated some of the best years of their lives to the development of the Association.

At the last annual general meeting the eight JCA President was elected. His task is to take the JCA through its 30th year and beyond. He has the support and confidence of the general membership and the high expectation of the community. Therefore, the future of the JCA seems to be one of progress and greatness. The fact that the JCA is around for 30 years is a clear indication that it is doing things that are appreciated and approved of by the community and the wider Canadian Society.

The association is proud of its achievements; it also recognizes the contribution of its volunteers who have over the years devoted time and money to the development and progress of the association, without which it would have been impossible to survive this long.

## 29 YEARS OF SERVICE to the Black Community

### Jamaican Canadian Association Services

**Community Development** -- focusses on networking, sharing of information and resources with others in the interests of the community.

**Settlement Services** -- provides information, orientation and settlement services to landed immigrants or holders of Minister's permits.

**Caribbean Youth and Family Services** -- provides counselling, employment preparation, socio-cultural support and leadership for Black youth aged 12-15, living primarily in the Jane-Finch neighbourhood. Coordinates the PAL program, which matches adult volunteers with young people in need of or seeking guidance.

**Lawrence Heights Youth Program** -- a satellite program, integrating personal development with cultural reinforcement. Runs the Afrocentric Achievement Society, the Shoot for a Career program (combining sports with academics), and Project ROJ (Reading on the Job).

For more information on the above services, please contact the JCA Office, 1621 Dupont Street, Toronto, Ontario M6P 3S8, telephone 535-4476; or the CYFS Office, 2065 Finch Ave. W., Suite 102, Downsview, Ontario M3N 2V7, telephone 740-1558.

## FROM THE PRESIDENT'S DESK

by Karl R. Fuller

Dear Members:

This is my first opportunity to communicate with you following the Annual General Meeting held in February. I thank you for electing me as President of our association. I accept the challenge, and make a commitment to build on the excellent accomplishments of my predecessors.

In recent weeks your Board of Directors met, and analysed where we stand today in relation to the year's priorities. Thirty years of existence is a milestone of which we are proud. Therefore, it is fitting that we recognize our successes in a positive manner. A calendar of events is being developed, many of them with the full participation of other organizations. These events will be listed in In-Focus, and I encourage you to give them your attention.

I have been asked frequently to state my long-term and short-term goals for the J.C.A., and to indicate what organizational changes can be expected in the months ahead. I will try to do that.

You will agree that while a President can help to set the organization's agenda and push toward objectives that fit the mandate, it is the entire Board of Directors and the committees which they lead that can translate vision into accomplishment. Our staff is an integral part of this thrust. The combination of increased

cohesiveness among Board Members and Committees, linked with professional staff performance, is the key to enhancing achievement. This is my first objective.

A specific operational priority is to reach the fundraising target for 1992. This has been set at \$50,000 minimum for our new building project, and the Fundraising Committee is off to an ambitious start. The Walk-a-Thon forms a part of that drive, so let's work toward surpassing previous years' collections.

Another area of emphasis is the restructuring of our financial planning and control procedures. Your Finance Committee has engaged a part-time accounting specialist, to help ensure that appropriate controls are developed and maintained.

Staff development and management issues have been identified as requiring particular attention. The Management Committee has been meeting frequently, and have commenced a series of policy changes directed at correcting discrepancies. In all this, we want to build upon the excellent work our staff perform on a daily basis.

The Board and staff are hoping to take part in a two day retreat during the spring. This will help us focus on strategic issues which need to be defined clearly. An additional outcome should be positive team-building experiences, which



will benefit our organization in all aspects of its operation.

I have also been hearing from members of the public. They have been saying for some while that they are not sure of what we do, and what our position is on matters of community interest. I recognize a need for increased public relations. We need to make better use of the media. Therefore, I have concluded that we will issue more press releases on our community service programs, and seek out human interest stories which highlight successes in these areas. A more positive and pro-active response will be forthcoming.

I will have a good deal to say in the future concerning long term plans.

I ask all our members to recommit their energies to the task of building our association for future generations. I am so proud of our past, and I can see much greatness ahead. Let us work together, and grow together!

## MAKE A LONG-TERM INVESTMENT

### Contribute to the JCA Building Fund

- Donations
- Bonds
- Fundraising events

For more information on how you can contribute, or to join the Fundraising Committee, call 535-4476.

### The Jamaican-Canadian (Toronto) Credit Union for

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Join ... Save ... Borrow

Call the JCA office, 535-4476, for more information. Thursdays 5:00 p.m.

## COMMITTEE NEWS

## MEMBERSHIP COMMITTEE REPORT

by Barbara Thomas

An overwhelming membership majority turned out for the annual general meeting on February 23. They came to elect new members to fill those vacancies created by members taking a rest, or whose term of office had expired.

The new Board consists of the following: Karl Fuller, President; Mel Thompson, 1st Vice President; Hyacinth Wilson, 2nd Vice President; Cyndi Anderson, Treasurer; Janet Neilson, Executive Director; Marblet James, Executive Secretary; Erma Collins, Education Committee; Norma Larro, Social Committee; Barbara Thomas, Membership Committee; Fay Tallow, Recording Secretary; Amy Nelson, Building Committee; and Bruce McDonald, Fundraising Committee.

Please join me in expressing our sincere appreciation to outgoing Board members for their dedication and loyalty to the Association. We extend a warm welcome and

congratulations to the new members of the team. It is rather befitting at this time to thank you, members and friends, for attending the meeting, and for your part in selecting the Board of Directors.

Special welcome to all new members, who have joined the Association recently.

Plans for a more structured "Orientation Session" are being made, for the purpose of familiarizing new members with what's happening in the organization.

**Membership dues** for 1992 are outstanding - your prompt payment would be appreciated.

## Concerned Corner

The members and staff of the JCA extend deepest sympathies to the family of Cleveland Dale, caretaker for the JCA Centre, who died suddenly in late March.

Condolences to Iris and Jean Henry on the death of their mother and grandmother respectively, and David Friginette on the death of his mother.

Our sincere sympathy to Amy Nelson on the death of her sister in

## FUNDRAISING COMMITTEE REPORT

by Daphne Bailey

It was fun, it was different. The night the fundraising Committee celebrated Valentine's night with music and dress depicting the 60's Era. We were lamenting the fact that it wasn't on a Saturday; but in the end, we were pleased it was on the Friday night, as the weather turned nasty on Saturday night.

We were pleasantly surprised by the turn out and to say the least, Mrs. Sadie Harrison in her authentic 60s "hot pants" was a crowd-pleaser. Needless to say, she won first prize for her foxy outfit. This event was a social as well as a monetary success. It was surely a good way to beat the February blahs.

Maybe we could make this a tradition. What do you think?

The decorations by Mrs. Jackie Newell and Mrs. Marylyn Amiel added to the ambience, and of course, Lord Fred has not lost his touch. All in all, a terrific evening!

Jamaica. As well, to Byron Carter and Lorna Plummer, who each experienced the death of an aunt, also in Jamaica.

Get well cards and/or flowers were sent to Hyacinth Rapley and Yvonne Laing. Congratulations to Bromley Armstrong who was bestowed with The Order Of Ontario recently.

Au revoir and good luck to Kay Baxter Jamaica Consul General, on her new assignment to New York.

Special, special thank you to Elaine Thompson-Powell for her able support, and for being contributing editor to In-Focus over the last several months. Your continued support will be appreciated. We welcome back Christine Moodie-Lewis from maternity leave. Christine is responsible for our own in-house typesetting layout and design.

April is volunteer's month. Seven of our volunteers will be honoured by the Ministry of Culture and Communications with Volunteer Service Awards and the rest of you will be honoured here at the JCA at our Volunteer's Party - date to be announced. We look forward to seeing you there! Also please be mindful of up-coming events listed elsewhere in In-Focus.

JCA BINGO  
2424 Finch Ave West  
(FINCH BINGO COUNTY)

Saturday Apr 4th, 1:00 p.m.  
Saturday Apr 11th, 1:00 p.m.  
Saturday Apr 18th, 1:00 p.m.  
Friday Apr 24th, 7:15 p.m.  
Saturday May 02nd, 1:00 p.m.  
Saturday May 09th, 1:00 p.m.  
Saturday May 16th, 7:15 p.m.  
Saturday May 30th, 1:00 p.m.  
Saturday Jun 13th, 1:00 p.m.  
Friday Jun 19th, 7:15 p.m.  
Saturday Jun 27th, 1:00 p.m.

COME AND SUPPORT US



## PROFILE OF ERMA COLLINS

Erma Collins, recently elected chair of the JCA Education Committee, joined the Association in 1969, and has been a non-stop member since then. She was a member of the Education Committee for most of the years between 1969 and 1982, and was its chair from 1970 to 1972. She was also executive secretary of the JCA from 1982 to 1987.

Erma's commitment to volunteerism extends to many other organizations. She was recently the first executive secretary of the National Council of Jamaican and Supportive Organizations in

Canada (1987 to 1990); chair of the Selection Committee for the Harry Jerome Awards (1988 to present); and is the current fundraising chairperson for Women for PACE (Project to Advance Childhood Education). Believing that one should also volunteer in the wider community, Erma has been politically active at the riding association level since 1985 and, a week after the last JCA elections, became president of the Scarborough-Agincourt Provincial Liberal Riding Association.

Erma, holds a Bachelor of Arts degree in English and an Master of Education degree in Adult Education (from the Universities of Manitoba and Toronto respectively). She is an English professor at George Brown College in Toronto, and from 1987 to 1991, chaired the Department of English and Liberal Studies at the St. James Campus. She is the author of *Brush Up Your English*, a textbook designed for community college students. She was also one of a group of people at George Brown who spent about two years putting

## LAUNCH OF A WOMEN'S SUPPORT GROUP PROJECT

AT THE JAMAICAN CANADIAN ASSOCIATION

by Verolin Rickettes-Spence

A support group for abused and assaulted women in the Black community has been set up by the Jamaican Canadian Association. The Women's Support Group aims to identify, define and tackle abuse/assault, un- and under-employment and immigration issues in all dimensions as they pertain to Black women. The Women's Support Group hopes to encourage Black women to

emotionally support each other. Staff will also give information about the JCA's Abused/Assaulted Black Women's Program and Immigrant Settlement and Adaptation Program.

Co-organizers Yvette Clarke, Karlene Cowan and Verolin Rickettes-Spence are working closely together with other Black professionals to provide women with free and confidential advice. The gathering is open only to victims, invited speakers and JCA staff members.

The first session will be held on Tuesday, April 21, from 6:30 to 8:30 at the Lawrence Heights Community Office, 5 Replin Road, Toronto, Ontario.

For more information please contact Karlene Cowan at 740-1558, Yvette Clarke at 535-4476, or Verolin Rickettes-Spence at 535-4476.

together a comprehensive race and ethnic relations policy. For outstanding community service, Erma is an inaugural recipient of a 1990 George Brown College Award of Excellence. She also received 1988 Appreciation Award from Mico Alumni, a 1987 Appreciation Award from the JCA, and a 1986 Volunteer Service Award from the Ontario Ministry of Citizenship and Culture, for over 15 years of service. As well, she is one of 56 people profiled in the JCA's 1987 booklet, *Jamaican Canadians: A commitment To Excellence*.

Erma's commitment is as strong as ever. She hopes that just as the JCA's two previous buildings were bought during her two previous stints on the Board, that she will bring JCA the luck to buy its third building during her current stay. Most importantly, it is her plan to help the Education Committee build on the outreach initiatives started under previous chairperson Herman Stewart and to introduce educational activities for the association's members.

## WOMENS COMMITTEE REPORT

by Eva Smith

The Women's Committee are still enthusiastic and concerned with issues affecting women, and the changes affecting all of us.

The PACE annual Toy Drive was held as usual. Toys were sent to the Basic Schools program in Jamaica. Contributions were also made to Mornelle Court, and to the Jane-Finch Concerned Group.

The Health Fair is still being planned for September. The exact date will be announced later. Volunteers are needed for the fair to be the success we are hoping for. It

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**Mel Thompson**  
1st Vice President



**Karl R. Fuller**  
President



**Hyacinth Wilson**  
2nd Vice President



**Cyndi Anderson**  
Treasurer



**Fay Tallow**  
Recording Secretary



**Marlet James**  
Executive Secretary



**Erma Collins**  
Education Chairperson



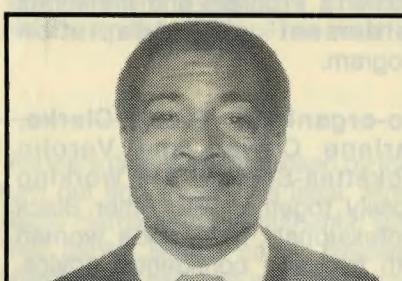
**Norma Larro**  
Social Chairperson



**Barbara Thomas**  
Membership Chairperson



**Amy Nelson**  
Building Chairperson



**Francis McDonald**  
Fundraising Chairperson

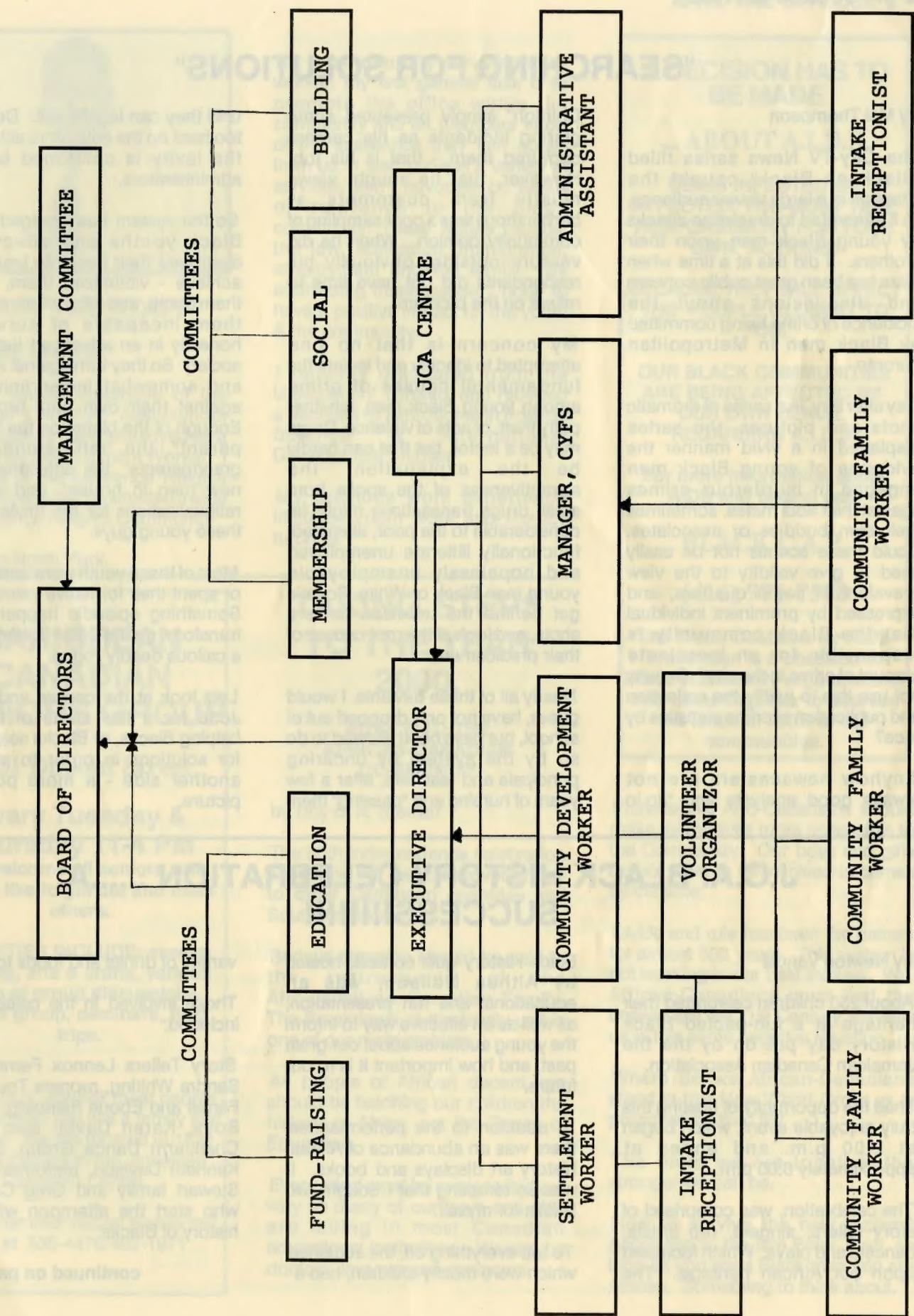


**Janet Neilson**  
Executive Director

**Jamaican Canadian  
Association  
Board of Directors  
1991 - 1992**



**Nehemiah Bailey**  
Past President



## "SEARCHING FOR SOLUTIONS"

by Mel Thompson

The City-TV News series titled "Black on Black" caught the attention of a large viewer audience, as it attempted to dramatize attacks by young Black men upon their brothers. It did this at a time when there has been great public concern and discussions about the incidence of crime being committed by Black men in Metropolitan Toronto.

Day after day, in a series of dramatic shots and pictures, the series displayed in a vivid manner the evidence of young Black men engaged in murderous crimes against their soul mates, sometimes their own buddies or associates. Could these scenes not be easily used to give validity to the view prevalent in some quarters, and expressed by prominent individual that the Black community is responsible for an inordinate amount of crime in the city? Or, why not use this to justify the collection and publication of crime statistics by race?

Anyhow newscasters are not always good analysts and "Jojo

Chintoh" simply presented some glaring incidents as his camera captured them - that is his job. However, that he sought views mostly from customers at barbershops was a poor sampling of community opinion. When he did venture outside, obviously his respondents did not have time to reflect on the problem.

My concern is that no one attempted to identify and isolate the fundamental causes of crime among young Black men, whether petty theft, or acts of violence. Drugs may be a factor, but that can hardly be the explanation; the attractiveness of the spoils from small drugs transactions might be considerable to the poor, alienated, functionally illiterate unemployed and hopelessly unemployable young man Black or White. So let's get behind the television camera shots, and look at the root causes of their predicament.

Nearly all of these deviants, I would guess, have not only dropped out of school, but have been allowed to do so by the system by uncaring principals and teachers, after a few years of nursing and "passing" them

until they can legally exit. Don't be too hard on the educators either, for the laxity is condoned by the administrators.

So the system has savaged these Black youths and effectively destroyed their desire to learn and achieve - victimized them, made them dumb, and left a whole army of them incapable of surviving honestly in an advanced industrial society. So they turn against society and somewhat indiscriminately against their own soul brothers. Enough of the blame on the "single parent", the "left-behind-with-grandparents", the adjustments to "new man in house", and similar rationalizations for the deviancy of these young guys.

Most of these youth were born here, or spent their formative years here. Something episodic happened to transform mama's little Johnnie into a callous deadly rogue.

Lets look at the causes and invite JoJo for a few shots of Blacks helping Blacks, or Blacks searching for solutions in order to present another side - a more positive picture.

## J.C.A. BLACK HISTORY CELEBRATION .....A SUCCESS!!!!!!

by Newton Vanriel

About 250 children celebrated their heritage at a fun-pacted Black History day put on by the the Jamaican Canadian Association.

I had the opportunity of hosting this truly enjoyable event, which began at 2:00 p.m. and ended at approximately 6:00 p.m.

The celebration, was comprised of story tellers, singers, rap artists, dancers and plays. Which focussed upon our African heritage. The

Black History quiz contest, hosted by Althea Neilson, was an educational and fun presentation, as well as an effective way to inform the young audience about our great past, and how important it is to our future.

In addition to the performances, there was an abundance of African history art displays and books. It was so tempting that I bought two books for myself.

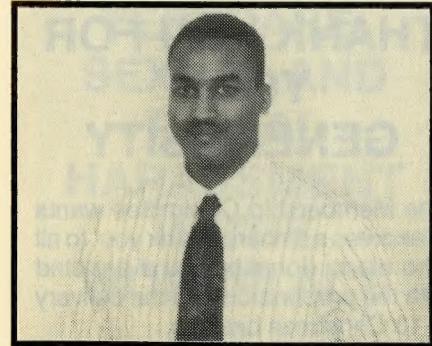
To top everything off, the audience, which were mostly children, had a

variety of drinks and foods to eat.

Those involved in the celebration included:

Story Tellers Lennox Farrell and Sandra Whiting, rappers Toussaint Farrell and Eboue Reinberg, Nasty Boys, Karen David; also were Chalkfarm Dance Group, Singer Kenneth Dawson, performers, the Stewart family and Greg Carrega who start the afternoon with the history of Blacks.

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### MEET THE STAFF

by Richard Whorms

I'm the newest employee of the Jamaican Canadian Association, having recently been employed as a Community Development Worker. I work out of the Lawrence Heights Youth Office, which is situated inside the Lawrence Heights Community

Centre in North York.

### CARIBBEAN CANADIAN SENIORS GROUP

1621 Dupont Street

Every Tuesday & Thursday 11-4 PM

We welcome all seniors who would like to get out and meet others.

ACTIVITIES INCLUDE: sewing, knitting, arts & crafts, various types of group discussions, choral group, seminars, field trips.

At our club, you will meet people who will treat you like a family and a friend. We are located at 1621 Dupont Street in the Jamaican Canadian Centre.

for further information please call us at 535-4476/492-1971

As a community development worker, my first general task is to promote the office within the community and let members know of the assistance they can obtain from us. I also provide a variety of services, and I advocate on issues of relevance to the Black community. These issues include, the law, education, immigration, employment and the family. By addressing these issues, I hope to have a positive impact on the youth & the community.

I recently graduated from the University of Toronto, and received a Bachelor of Arts degree in Political Science & International Development Studies.

My previous work experience includes youth work and literacy tutoring.

### TAKING STEPS TO THE YEAR 2000.

ADVICE TO THE AFRICAN-CANADIAN COMMUNITY

by Roy B. A. Stewart

The 30th Independence celebration should be the real crossover bridge to other Caribbean countries and South America.

Serious attention should be paid to the restructuring of the Afro-Jamaican Canadian Family. The Breakdown of the family unit is one of our main problem.

As people of African decent, we should be teaching our children the history of Africa, not the Board of Education.

Every effort must be made to find out why so many of our boys and girls are failing in most Canadian educational institutions. We can be doctors, lawyers and engineers.

### A DECISION HAS TO BE MADE

#### ... ABOUT A.I.D.S.

BEING INFECTED OR AFFECTED, YOU MUST TAKE RESPONSIBILITY FOR YOUR OWN ACTIONS!

BECAUSE THEY WILL AFFECT THE PEOPLE CLOSEST TO YOU.

OUR BLACK COMMUNITIES ARE BEING AFFECTED BY OUR OWN DENIAL REGARDING A.I.D.S.

For more information about AIDS and testing call:

#### BLACK C.A.P.

(416) 971-7588

The Black Coalition for AIDS Prevention is a coalition of Black community organizations who come together to address the issue of AIDS in our communities.

Professional Afro-Canadians should make themselves more accessible to the Community. Our boys and girls do not have to be involved in crimes all the time.

Divide and rule has been the pattern for almost 500 years. This system is not working in our best interest. We, African-Canadians must find the answer lest the 21st Century catches us in this same negative situation.

Where do we African-Canadians stand in this New World Order as is preached by the US?

The more we are together the stronger we can be.

How to survive the new racism? According to the late Peter Tosh, as long as you are a Black man you are African. Something to think about.

## ANOTHER SUCCESS

by Billroy Powell

A profit of \$1400 was the result of this year's talent, fashion show and auction held recently by the John Brooks Foundation and scholarship Fund. More than 300 people packed the JCA Centre to witness performances by some of the best talents in the Black and West Indian Community.

External affairs minister Barbara McDougal dropped by to open the events, and to pose for a photo with the performers.

The performers were Chelsea Elizabeth Simon, Karen David, Lisa Wolfe, Toussaint Eboue, Steven Conville, The D.A. Dancers, Diane Bennett, The A.B.C. dancers, Kolette Fletcher, Junior Fletcher, Errol Smith and Newman Harrison. Fashion show participants were Pearl Miller, of La Chance Boutique, and designer marcia.

Thanks to the following donors to the auction: Speed Freight Shipping, Skillfit Employment Agency, Don's Meat, Harris Home Hardware, Blue Jay's Baseball Club, Chum Radio, and the Harlem Globetrotter.



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Thanks also to fashion coordinator Diane Burton, and program coordinator Jackie Shaw.

### WHICH ARE YOU?

Are you an active member, the kind that would be missed? Or are you just contented that your name is on the list? Do you attend the meetings and mingle with the flock? Or do you stay at home and criticize and knock? Do you take an active part to help the work along? Or are you satisfied to be the kind that just belong? Do you ever voluntarily help the guiding stick, Or leave the work to just a few and talk about the 'clique'? Come to meetings often and help with hand and heart, Don't just be a member - but take an active part. Think this over, member, you know right from wrong. Are you an active member, or do you 'just belong'?

Quoted from –  
The Blue Horizon

by Marylyn Amiel

## THANK YOU FOR YOUR GENEROSITY

The Membership Committee wants to express a sincere 'thank you' to all who made donations, and assisted with the preparation and the delivery of 13 Christmas baskets.

The Donors include:  
Biway Stores, Mary Kay Cosmetics, Interval House, Speed Freight, Brights Wine, Alvin Knight, Josh Thompson, Billroy Powell, Cyndi Anderson, E. Hemming, W. Boyce, and T. Thompson.

The baskets were prepared during Christmas 1991 for parents and children who were among the less fortunate.

### THE PAL PROGRAM NEEDS VOLUNTEERS

If you are 18 years of age and over, responsible, respectable, sensitive to the needs of Black youth and willing to commit 3-4 hours per week for a year; please call 535-4476/740-1558

JCA always need good people.  
Help us. Call us.  
Come grow with us!

**DUPONT FLORIST**  
1518 Dupont Street, Toronto, Ont  
769-1814  
FLOWERS FOR EVERY OCCASION  
(Weddings, Funerals, Receptions  
Etc.)

## TESTCASE: SEXUAL AND RACIAL HARASSMENT IN THE WORKPLACE

by Verolin Rickettes-Spence

Sexual harassment (any unwanted act of a nature that is imposed on another person) combined with racial harassment makes Black women vulnerable to discrimination in the workplace. However, an important test case in June 1990 paved the way for other Black women to speak out against gender and racial discrimination in the work environment.

A woman, employed at a Colgate Palmolive soap factory, was one of a few Blacks in the workplace, and

### JCA UP-COMING EVENTS 1992

Apr. 17 - Bun & Cheese Party  
May 03 - Annual Walk-a-Thon  
Queen's Park/Bloor/Dundas  
May 10 - Mother's Day Brunch  
May 24 - Quarterly Membership  
Meeting  
July 12 - Annual Picnic  
August 02 Flag Raising Ceremony  
Toronto City Hall  
August 08 - Independence Dinner  
30th Anniversary  
August 24 - Quarterly Membership  
Meeting  
September 20 - Seniors' Dinner

often the only woman in her work area. She was exposed to a poisoned work environment resulting from sexual and racial harassment. For example, the Women's Legal Education and Action Fund revealed that over a six-year period, the Black female employee was subjected to sexist and racist slurs, obscene hand-drawn pictures, and sabotage of her work and production line, which management did little to address. The victim suffered a nervous breakdown which kept her from returning to work for four years.

A ruling made by the Workers' Compensation Board in 1990 recognized stress-related illness arising from harassment as a workplace injury, and therefore compensable under the law. The ruling was the first of its kind and should encourage other female victims of sexual harassment and racism in the workplace to break the silence.

**The JCA will be  
hosting its  
Annual Bun &  
Cheese Party**

**Friday April 17th,  
1:00 p.m.  
at the JCA Centre  
1621 Dupont  
Street**

**Please attend  
and bring a  
friend.**

**for further information  
please call the office  
at 535-4476**

**JCA Black History ... continued  
from page 8**

Special thanks to Jackie Newell who made everything possible. She is truly a professional. Thanks also to Frank Wallace who monitored the audio equipment, and to all the staff at my former workplace (of course I'm referring to JCA!).

I personally had a great time while emceeing this event, but after-five-and-a-half hours -- boy was I tired! However, I can't wait till next year!!!

**Women's... continued from page 5**

will relate to the specific health needs of our people.

**Black History Month** was celebrated by a Festival of Jamaica's on videos and films, hosted by producer Cynthia Wilmot.

The event was co-sponsored by PACE and the women's Committee.

**Domestic Workers** - We continue to express concern over the new immigration requirements: grade 12 education, fluency in English or French, six months training, and two years' continuous employment as a domestic. Representatives attended a meeting in Ottawa sponsored by the Status of Women to discuss these issues. There is a desperate need for Caribbean domestic workers to have their own advocacy group similar to the one the JCA had in the early 80's. Is this change in the immigration requirements a means of preventing non-white women from entering Canada?

**Crisis Centre in Jamaica** - A donation has been forwarded to the Centre towards the tuition of two high school children.

Plans for trips and other fundraising events are being developed, and will be announced in future issues of In-Focus.

**The Annual Convention of the National Council of Jamaicans and Supportive Organizations will be on May 16-17 in Ottawa. The JCA is a member and has been well represented always if enough members indicate an interest, car pools could be arranged call the office and let us know.**

**The JCA Women's Committee invites you to a Tea Party and Makeup session on April 26, 2:30 - 5:30 p.m.**

Year Paid:



**MEMBERSHIP APPLICATION FORM**  
JAMAICAN-CANADIAN ASSOCIATION  
1621 Dupont Street, Toronto M6P 3S8  
Phone: 535-4476

Date Joined: \_\_\_\_\_

NAME \_\_\_\_\_ MARITAL STATUS \_\_\_\_\_

ADDRESS \_\_\_\_\_ Number \_\_\_\_\_ Street \_\_\_\_\_ Apt. # \_\_\_\_\_ City \_\_\_\_\_

Province \_\_\_\_\_ Postal Code \_\_\_\_\_

Telephone Numbers: Home \_\_\_\_\_ Work \_\_\_\_\_

Occupation \_\_\_\_\_

Ages  16-30  31-55  55 and over Birth Month \_\_\_\_\_

No. of Children and Ages if you have a Family \_\_\_\_\_

On which of the following Committees would you like to serve?

Education  Social  Membership  Building  General Purposes  Fundraising

WHAT ARE YOUR SPECIAL INTERESTS? \_\_\_\_\_

**Are you willing to speak out for your community, become a "Black speaker" call 653-7183**

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